

Minutes of the Personnel Committee

Tuesday, July 12, 2005

Chair Paulson called the meeting to order at 1:00 p.m.

Present: Supervisors Duane Paulson (Chair), Jeff Morris, Bob Thelen, Tom Bullermann, and Bonnie Morris. Rob Hutton arrived at 1:04 p.m. and Genia Bruce arrived at 1:10 p.m. Hutton left the meeting at 2:44 p.m. and J. Morris left at 2:45 p.m.

Also Present: Legislative Policy Advisor Dave Krahn, Employment Services Manager Sue Zastrow, Employee Benefits Administrator Pete Hans, Accounting Services Manager Larry Dahl, Administration Director Norm Cummings, and Labor Relations Manager Jim Richter.

Approve Minutes of 6-21-05

MOTION: Bullermann moved, second by J. Morris to approve the minutes of June 21st. Motion carried 5-0.

Schedule Next Meeting Dates

Paulson announced the next Personnel Committee meetings were scheduled for August 2nd and August 16th. Bullermann advised he would not be able to attend on the 2nd.

Chair's Executive Committee Report of 7-11-05

Paulson advised of the following issues discussed at yesterday's Executive Committee meeting.

- Approved as amended, ordinance 160-O-028 entitled "Amend Chapter 14 of the Waukesha County Code Relating to the Department of Parks and Land Use Environmental Health Division."
- Discussed the internal audit report on the County's two ice arenas.

Rob Hutton arrived at 1:04 p.m.

- Discussed the scope of the next internal audit: Health & Human Services Department contracted services.
- Discussed various State assembly bills relating to the effect of county shoreland zoning ordinances in territories annexed by cities, authorizing towns to withdraw from county zoning, increasing the tax on malt beverages, and county and municipal support for a public library system.
- Discussed recommended County vehicle use policies and analysis of key distinctions between the proposed County vehicle use policy and the Sheriff Department's individual police vehicles' policy.

Genia Bruce arrived at 1:10 p.m.

- Krahn presented to the committee his recommendations for veto / saves with regards to the State budget, many of which will benefit the Health & Human Services Department. In the absence of any objections, the list will be sent to the Governor.
- Paulson highlighted the most recent list of Executive Committee correspondence.

Announcements

B. Morris announced that Dousman Derby Days will be held at the end of July.

Review Correspondence

Paulson advised of the following correspondence.

- Wisconsin Counties Association (WCA) educational seminar registration form for "Annual Update on Collective Bargaining and Interest-Arbitration Decisions" July 25, 2005 in Madison.

- Registration form and information on the WCA Annual Convention September 18-20, 2005 in Milwaukee.

Review and Approve Changes to the Following Classification Specifications: Director of Emergency Preparedness, Emergency Management Coordinator, and Systems Technology Administrator

Zastrow briefly reviewed what she referred to as minor modifications to the above classification specifications. No questions were asked and there were no objections.

Review Deferred Compensation Plan Study

Hans distributed information on this issue which included an overview, study objectives, and the impact of fund costs on total return. Hans said employees currently have two options for plan administrators: Nationwide Retirement Solutions and ICMA. In many ways, deferred compensation is identical to 401K plans, the latter of which are not available to public sector employees. Hans said they believe the fees charged to employees by the two plan administrators, given the size of our plan, are too high. And because of our size, Hans believes we can negotiate better fee structures for our employees. Hans noted that employees pay the full cost for deferred compensation and there are no employer contributions. Cummings believes we have a lot of leverage and staff will be looking for the best selection of funds at the lowest cost.

Dana Investment Advisors will be assisting the County in this endeavor and they will be charging the County limited hourly fees. Hans said letters will be sent to all employees advising them of the study as well as employee surveys. Also, an employee advisory committee will be formed. Hutton indicated he recently studied this issue for his current employer and he advised of local specialists. Cummings said unbiased, third party specialists are difficult to find. Hutton offered his assistance and Cummings accepted. Hans said he would provide committee members with a timeline indicating where they are with the Request for Information (RFI). Dahl discussed reduced costs and its impact on employees. Cummings said staff will provide the committee with periodic status reports.

MOTION: Thelen moved, second by B. Morris to accept the plan as presented. Motion carried 7-0.

Closed Session

MOTION: Bruce moved, second by Hutton to go into closed session at 2:00 p.m. in accordance with Section 19.85 (1)(e) Wis. Stats. for the purpose of discussing collective bargaining issues, and to approve the closed session minutes of previous meeting(s). Motion carried 6-0. Hutton left the meeting at 2:44 p.m. and J. Morris left at 2:45 p.m.

MOTION: Bruce moved, second by B. Morris to return to open session at 2:53 p.m. Motion carried 4-0.

MOTION: B. Morris moved, second by Thelen to adjourn at 2:55 p.m. Motion carried 4-0.

Recorded by Mary Pedersen, Legislative Associate, County Board Office.

Respectfully submitted,

Bonnie J. Morris
Secretary